



Priority Placement Program (PPP)



Briefing for Displaced Overseas Employees

Program Overview



The PPP is the most effective
outplacement program in the
federal government

Program Overview

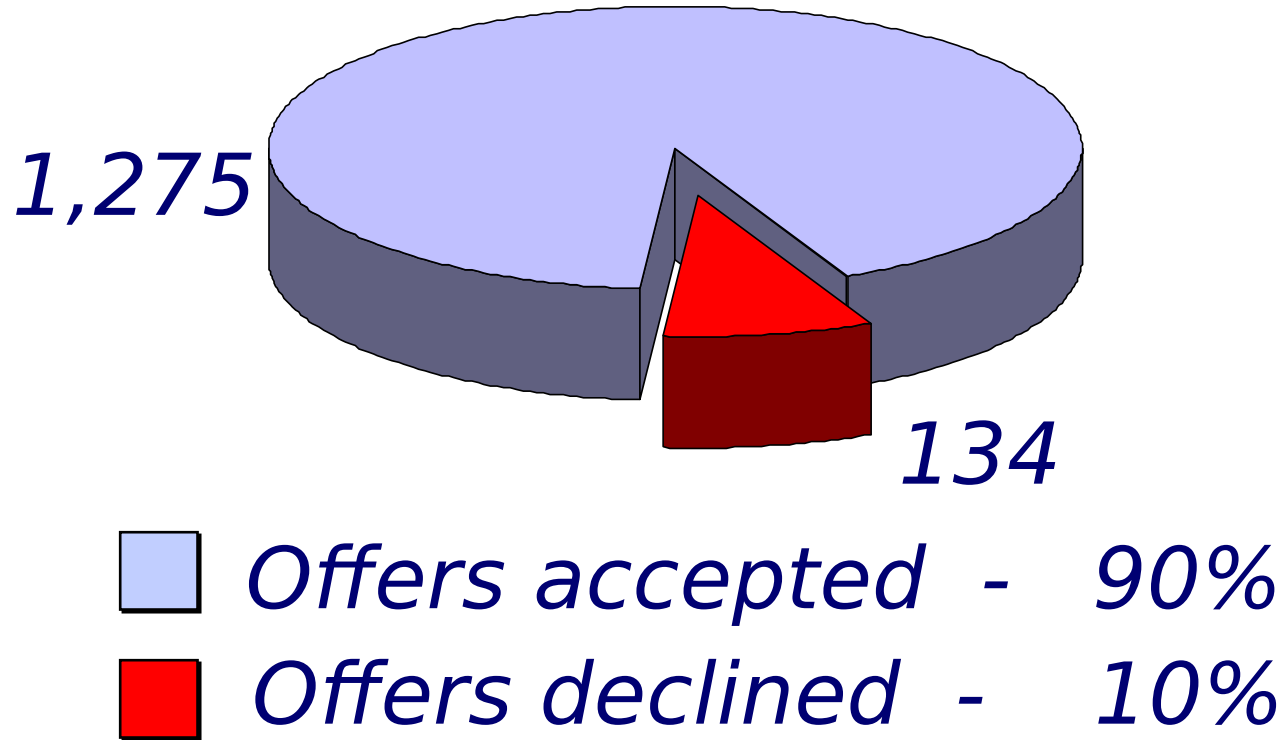
August 2004 – July 2005

Job offers - 1,409
Avg. per month - 117

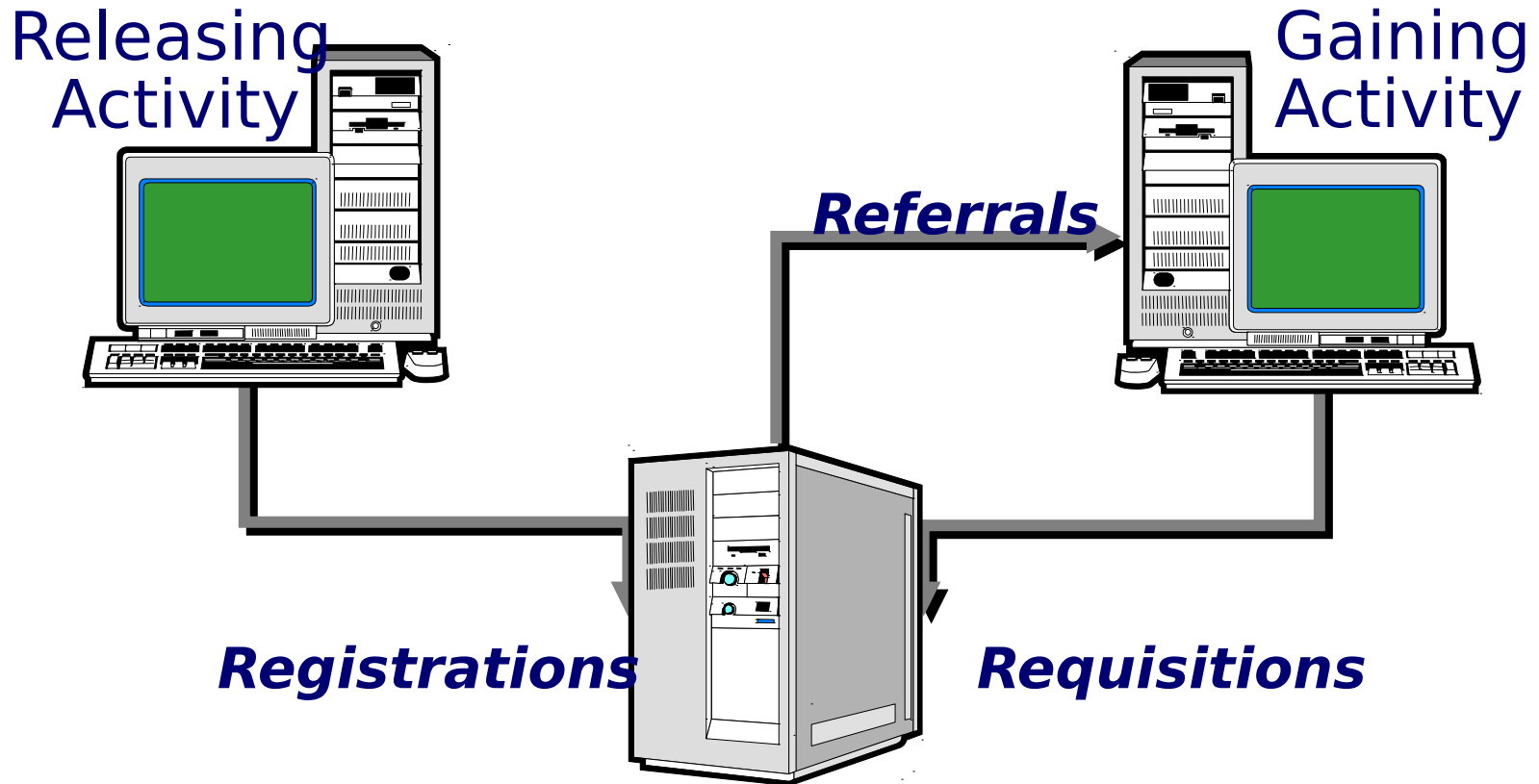


Program Overview

August 2004 - July 2005



Program Overview



Automated Stopper &
Referral System (ASARS)

Registrant Categories

- Displaced – subject to involuntary separation or demotion through no fault of their own
- Nondisplaced – all other registrants (e.g., family members)

Registration Eligibility

- Reduction in Force (RIF)
 - *Separation*
 - *Change to lower grade*
- Declination of offer outside commuting area
 - *RIF*
 - *Transfer of function*
 - *Directed reassignment*

Registration Ineligibility

The following may not register:

- NAF employees
- SES employees
- Reemployed annuitants
- Employees approved for Voluntary Separation Incentive Pay (VSIP)

Registration Ineligibility

The following may not register:

- Employees who apply for retirement
 - *Optional: at any time*
 - *Disability: at any time*
 - *Discontinued Service: prior to receipt of specific RIF notice*



Registration Ineligibility

The following may not register:

- Employees who become temporarily unavailable work



- Employees whose conduct or performance is in question



Registration Ineligibility

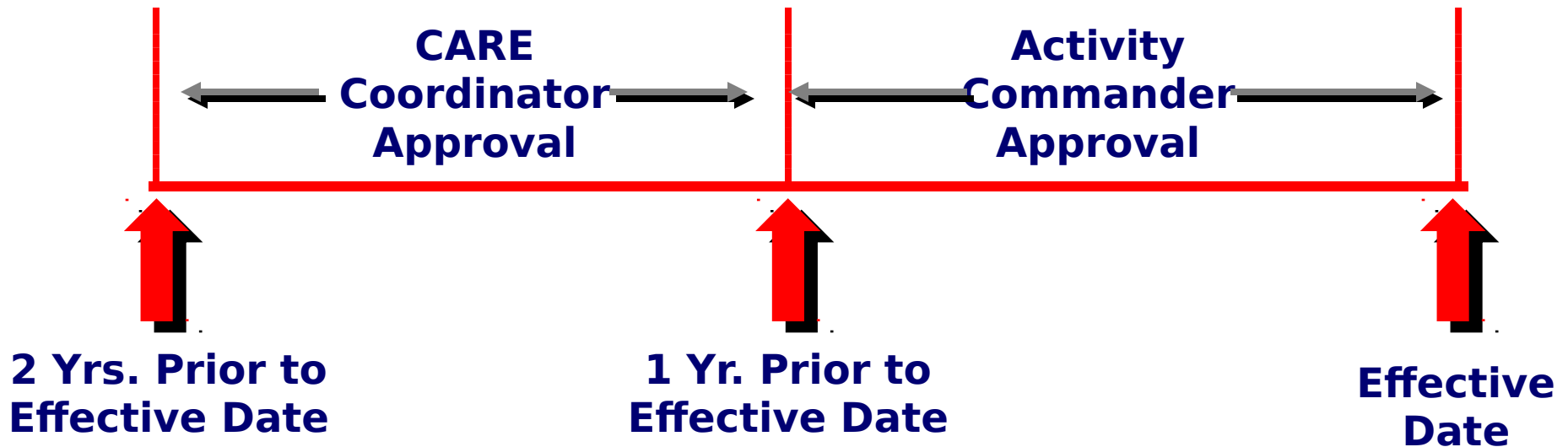
Discontinued Service Retirement (DSR)

Due to recent legislation, employees who elect DSR may be re-hired only under limited circumstances.

If you are eligible for DSR but wish to register in the PPP, consult with your HR representative for details.

Registration Period

- Early Registration – Registration prior to notice period



Registration Period

- Displaced employees remain registered until:
 - *Placement*
 - *Declination of valid offer*
 - *Exercise of return rights*
 - *Not available or otherwise deleted*
 - *One year after separation*

Mandatory Registration

- Purpose – Reduce separation costs
- Coverage – Employees who will be separated with severance pay
- Strategy – Increase the “*reasonable offer*” during notice period



Mandatory Registration

What does it mean?

- Employee must be registered for:
 - *Current skill and others for which well qualified*
 - *All DoD activities in commuting area*
 - *Current grade down to & including 2 grades below*

Mandatory Registration

Who does it apply to?

- Employees who are eligible for severance pay and:
 - *Do not voluntarily register; or*
 - *Register only within commuting area
(If registrant expands area prior to separation, mandatory requirements*



Mandatory Registration

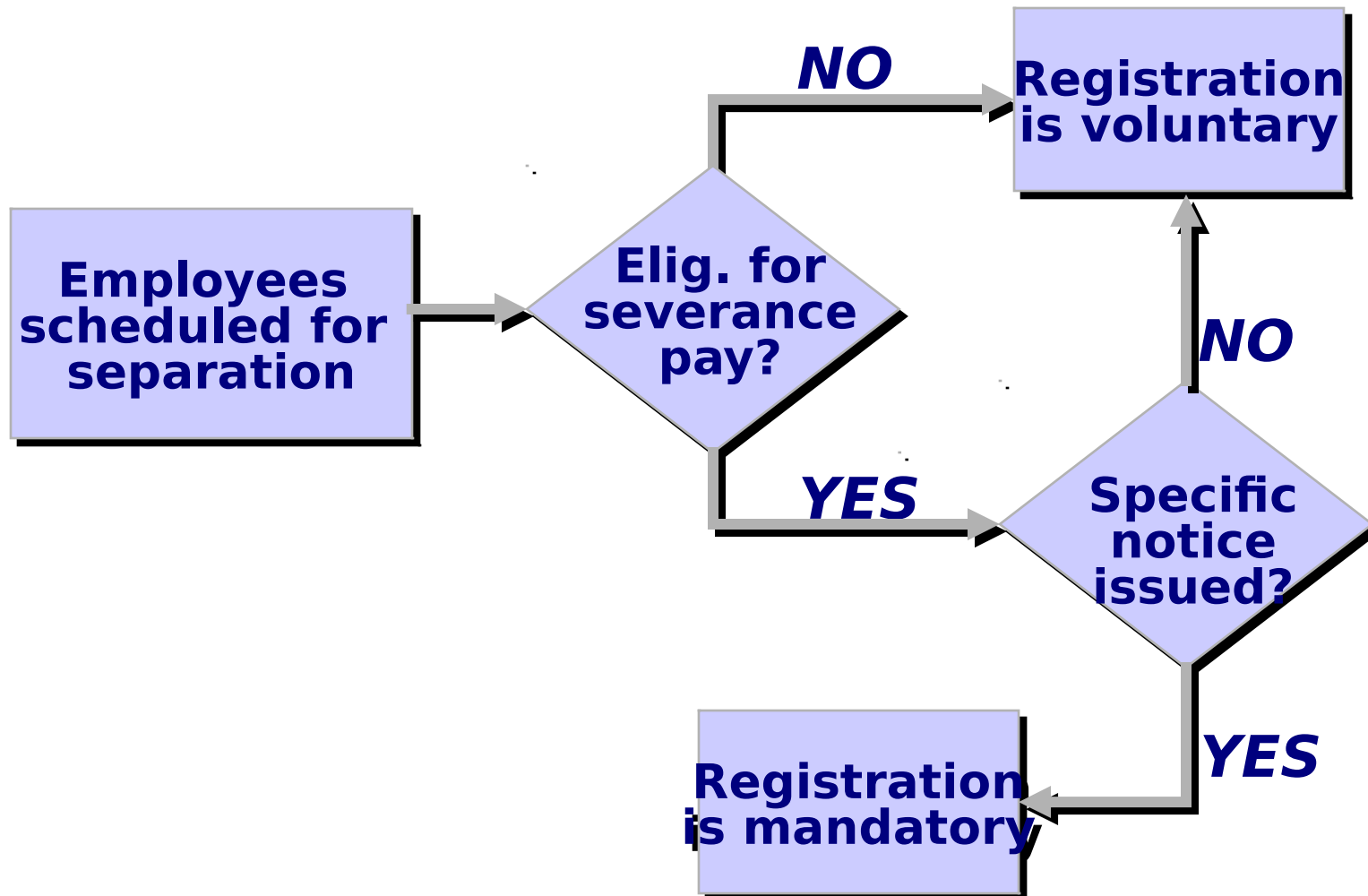
When does it begin?

- Applies upon receipt of:
 - *RIF separation notice; or*
 - *Notice of separation due to declination of offer outside commuting area*

Mandatory Registration

- Still applies after declination of valid offer if offer was:
 - *Prior to notice period;*
 - *Outside of commuting area; or*
 - *More than 2 grades below current grade*
(i.e., if offer did not affect severance pay entitlement)

Mandatory Registration



Referral Priorities

1

- RIF separation
(no offer)

Referral Priorities

2

- RIF demotion - 2 or more GS grades
- Declination of offer outside commuting area

Referral Priorities

3

- RIF demotion – less than 2 GS grades
- Family members

Referral Priorities

Priority 1 & 2 referrals restrict:



- *Promotions*
- *Reassignments*
- *Appointments*
- *Transfers*
- *Demotions to positions with greater promotion potential*

Referral Priorities

Priority 3 referrals:



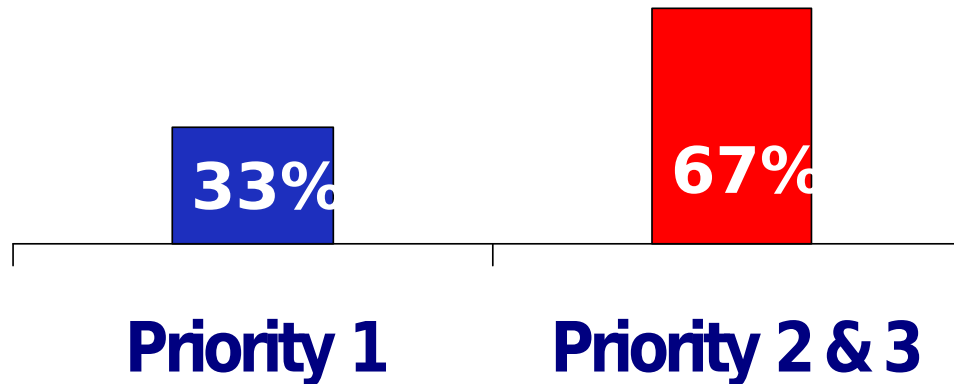
- *Permit selection within Component*



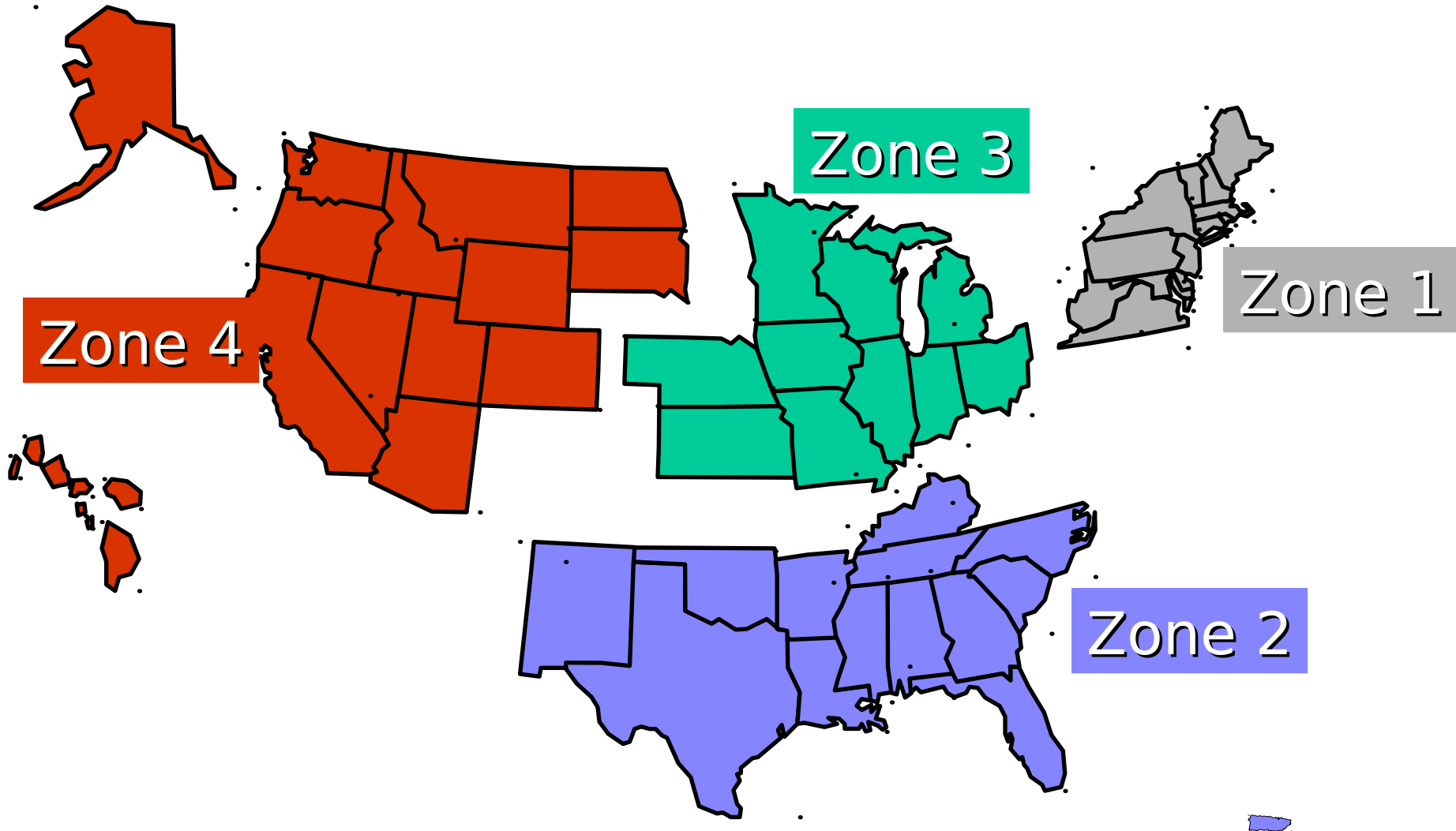
- *Restrict appointments & transfers*

Referral Priorities

Total Registered – 1,229
(as of August 9, 2005)



Area of Referral



Area of Referral

RIF Separation

- Minimum area likely to provide reasonable job opportunities within:
 - *Zone in which last resided or Zone closer to overseas theater; and / or*
 - *Overseas theater*

Area of Referral

RIF Separation

- No return rights – no severance pay entitlement
 - *Registration is voluntary*
 - *If registered, must include U.S.*
 - *May register for overseas theater if able to complete renewal tour*

Area of Referral

RIF Separation

- No return rights – entitled to severance pay
 - *Subject to mandatory registration for commuting area of:*
 - *Last U.S. residence; and*
 - *Overseas duty station, if able to complete renewal tour*

Area of Referral

RIF Separation

- Return rights to lower grade
 - *May register within overseas theater if able to complete renewal tour*
 - *May also register for U.S.*
 - *Priority based on grade of return rights position*



Area of Referral

EXAMPLE : A GS-12 employee scheduled for RIF separation in Germany has return rights to a GS-11 position in North Carolina

- Overseas: Priority 1
- CONUS: Priority 3 (return rights position is one grade lower than current grade)

Area of Referral

RIF Separation

- Return rights to same or higher grade
 - *May register for overseas theater if able to complete renewal tour*
 - *Not eligible for U.S.*



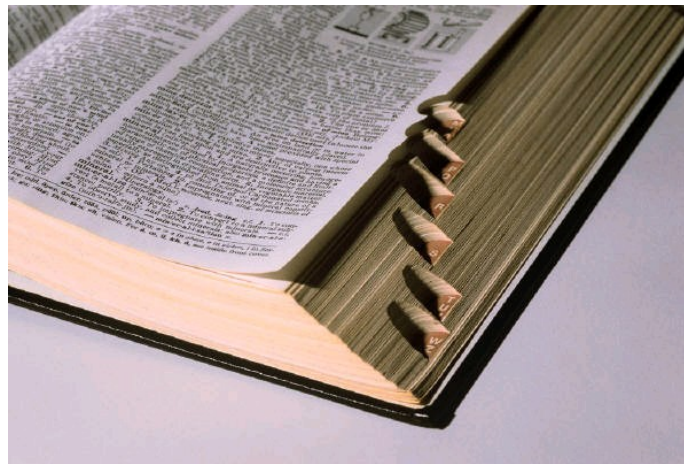
Registration Skills

- Must register for current skill
- May register for other skills if **well qualified**
 - *As determined by registering HRO*



Registration Skills

well qual•i•fied *adj.* Able to meet all job requirements with orientation only.



Registration Skills

- Minimum qualification standards not sufficient for PPP
- Must have experience in actually applying the skill
- Experience must be documented

Well Qualified

Basic Eligibility



Registration Grades

Current permanent / retained
grade



3 GS grades below
current permanent / retained
grade

Registration Grades

- Employees with return rights to lower grades

- *If registering for U.S., cannot register at or below*

grade



Job Offers

Valid Offer

- Full-time, permanent DoD position
 - *Unless current work schedule is less than full-time*
- Series, grade & duty location for which registered
- Essentially same conditions of employment

Job Offers

Valid Offer

- The following do not invalidate an offer:
 - *Drug testing requirement*
 - *Change in shifts*
 - *Decrease in wage or locality rates*

Job Offers

Invalid Offer

- Non-DoD position
- Significant change in conditions of employment
- *Rotating* shifts
- Obligated position
- Excepted service position
 - *Unless registrant is currently in excepted service*

Job Offers

Invalid Offer

- Time-limited position
- Supervisory position
 - *Unless registered for supervisory positions*
- Position under contract study
- Lower-graded position under a demo project
 - *No retained grade benefits*

Job Offers

- Reply Time - *3 calendar days*
- Reporting Date - *45 calendar days*

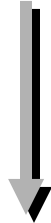


Pay Setting



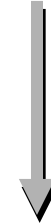
If placed at a lower grade:

Before separation



**GRADE / PAY
RETENTION**

After separation



**LAST EARNED
RATE**

Moving Costs

- Placement within DoD
 - Costs reimbursed in accordance with JTR
 - Losing activity pays
- Placement outside DoD
 - Consult with HRC



Temporary Positions

- Offers in overseas commuting area only
- Continued registration in RPP



Special Policies

- Employees without return rights to same or higher grade who return to U.S. after separation
 - *Not eligible for overseas registration*
 - *If placed in U.S., not eligible for additional PCS reimbursement*

Employee Responsibilities

- Performance / conduct
- Communications with other DoD activities
 - *All contact must be within HR channels*
- Maintain PPP registration
- Submit updated resume

Reemployment Priority List

- Placement program for employees subject to RIF separation; applies in commuting area only
- Required under Federal regulations
- Eligibility
 - *Career employees: 2 years*
 - *Career-cond. employees: 1 year*
- Requires separate application
 - *Cannot exercise RPL rights through PPP*



QUESTIONS?

Overseas Family Members

- Overseas family members of DoD sponsors may register in PPP if they:
 - *Are current career, career-conditional or excepted service employees;*
 - *Have personal competitive status & were employed within 90 days of sponsor's departure; or*
 - *Are eligible under E.O. 12721*

Overseas Family Members

- Registration authorized when sponsor:
 - *Reports to permanent U.S. district court*
 - *Accepts unaccompanied overseas tour*
 - *Is involuntarily separated through no fault of his/her own*
 - *Retires*

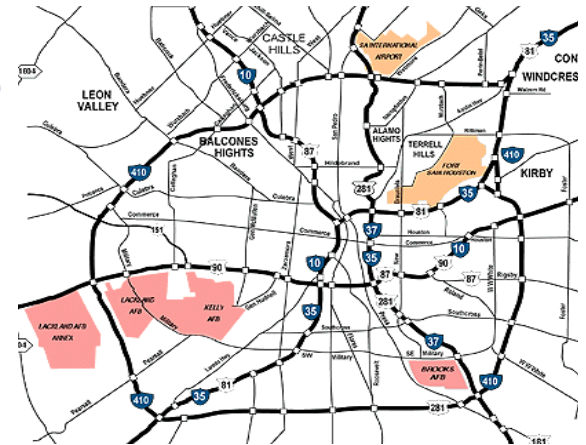


Overseas Family Members

- Eligibility begins upon arrival in sponsor's U.S. duty station area
- Family members may remain registered until:
 - *Placed;*
 - *Declination of a valid offer; or*
 - *1 year after registration*

Overseas Family Members

- Area of referral limited to commuting area of:
 - *Sponsor's duty station*
 - *Sponsor's retirement or other authorized destination*
 - *Family member's actual U.S. residence when sponsor is on unaccompanied tour*



Displaced Family Members

Family members on non-
temporary
appointments may register as
displaced employees in their
own
right if adversely affected by
RIF

Displaced Family Members

- Priority based on displacement action
(e.g., *Priority 1 if subject to RIF separation*)
- Area of referral is commuting area of sponsor's overseas duty station
 - *If relocating with sponsor to another overseas duty station, family member must be eligible to travel on sponsor's orders*



QUESTIONS?